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# *Virginia's Optometrist Workforce: 2016*

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Healthcare Workforce Data Center

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*1,257 Optometrists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Optometry express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Optometrist Workforce: At a Glance:

### The Workforce

Licenses:	1,548
Virginia's Workforce:	1,151
FTEs:	977

### Background

Rural Childhood:	23%
HS Degree in VA:	30%
UG Degree in VA:	28%

### Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	68%
Satisfied?:	96%

### Survey Response Rate

All Licenses:	81%
Renewing Practitioners:	87%

### Residency Program

Primary Eye Care:	6%
Ocular Disease:	6%

### Job Turnover

Switched Jobs in 2016:	6%
Employed over 2 yrs:	73%

### Demographics

% Female:	51%
Diversity Index:	46%
Median Age:	47

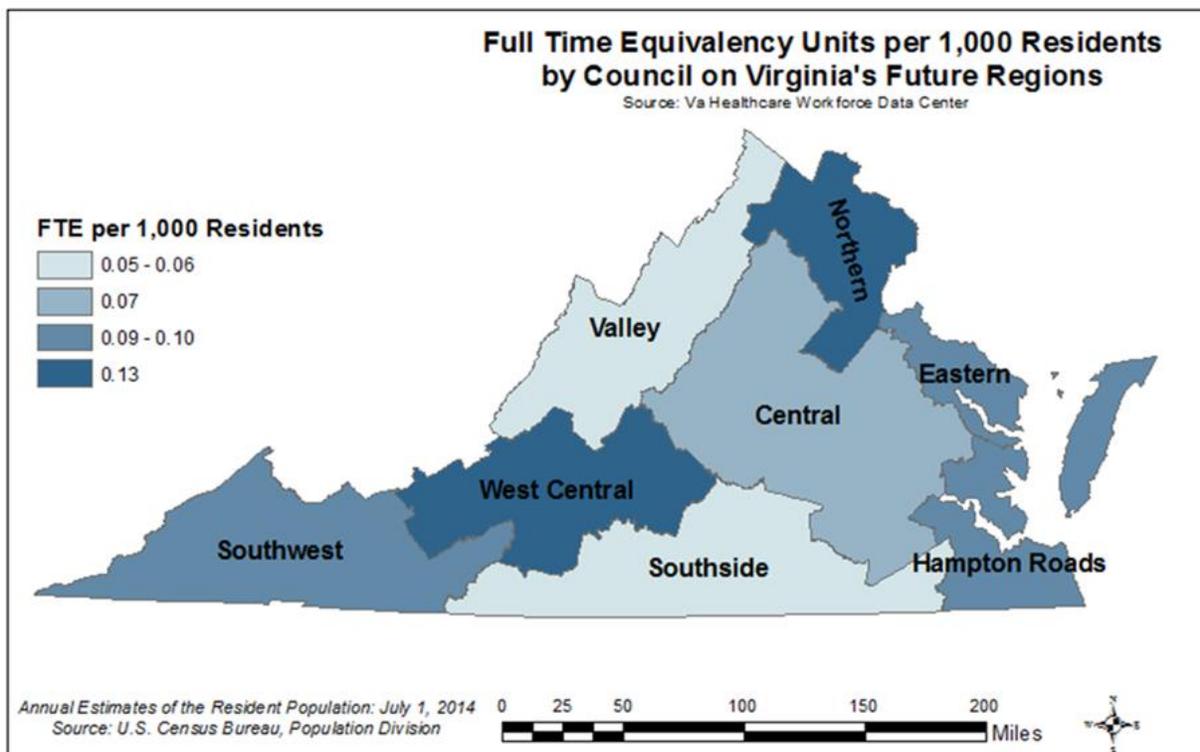
### Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	50%
Under 40 w/ Ed debt:	85%

### Primary Roles

Patient Care:	92%
Administration:	2%

Source: Va. Healthcare Workforce Data Center



1,257 optometrists voluntarily took part in the 2016 Optometrist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December. These survey respondents represent 81% of the 1,548 optometrists who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 1,151 optometrists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's optometrist workforce provided 977 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

51% of all optometrists are female, including nearly three-quarters of those optometrists who are under the age of 40. Overall, the median age of Virginia's optometrists is 47. In a random encounter between two optometrists, there is a 46% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, this same probability is 55%.

23% of Virginia's optometrist workforce grew up in a rural area, and 18% of these professionals currently work in non-Metro areas of the state. Overall, just 7% of Virginia's optometrists currently work in non-Metro areas of the state. Meanwhile, 30% of all optometrists went to high school in Virginia.

14% of Virginia's optometrists have completed a residency program. Primary Eye Care, Ocular Diseases, and Low Vision Rehabilitation were the most commonly completed residency programs. 46% of Virginia's optometrist workforce has educational debt, including 85% of those professionals who are under the age of 40. For those optometrists with education debt, the median debt load is between \$100,000 and \$110,000.

97% of all optometrists are currently employed in the profession. 68% of these professionals hold one full-time position, while 14% currently have multiple positions. During the past year, only 1% of Virginia's optometrists have been involuntarily unemployed, while 2% of all optometrists have considered themselves underemployed. 18% of Virginia's optometrists began work at a new location at some point in the past year, while 73% have been at their primary work location for at least two years.

The median annual income for Virginia's optometrist workforce is between \$110,000 and \$120,000. Among those optometrists who receive either a salary or an hourly wage, 75% receive at least one employer-sponsored benefit, including 50% who receive health insurance. 96% of optometrists indicate they are satisfied with their current employment situation, including 65% who indicate they are "very satisfied".

92% of all optometrists work at a for-profit establishment, while 5% work for the federal government. Private group practices employ 41% of Virginia's optometrist workforce, the most of any establishment type in the state. Private solo practices and independent practices adjacent to optical stores are also common types.

A typical optometrist spends nearly all of her time treating patients. In fact, 92% of optometrists serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, the typical optometrist also spent a small amount of his time engaged in administrative activities.

39% of all optometrists expect to retire by the age of 65. Within the next ten years, 23% of the current workforce expects to retire, while half of the current workforce plans on retiring by 2041. During the next two years, 1% of Virginia's optometrists plan on leaving the profession, while 2% of all optometrists expect to leave the state in order to practice optometry elsewhere. At the same time, 10% of optometrists hope to increase their patient care hours, while 5% plan to pursue additional educational opportunities.

## Summary of Trends

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Few changes have occurred in the optometrist workforce since last surveyed in 2015. Most notable there has been a decline in the number of optometrists licensed in the state and participating in the state workforce, and in the number of full time equivalency (FTE) units provided. The number of licensed optometrist declined from 1,571 in 2015 to 1,548. The number in the state's workforce declined from 1,165 in 2015 to 1,151 in 2016 and optometrists provided 977 FTE in 2016 compared to the 1,003 FTEs provided in 2015. However, survey response rates increased among both renewing and the overall optometrist population as more respondents completed the survey in 2016 than did in 2015.

The results from the 2016 survey suggest that the state optometrist population is at a better place financially. The percent of optometrist with education debt showed a 1% decline for those under age 40 and for the overall population of optometrists. The median educational debt, however, stayed the same at \$100,000-\$110,000. Median income also increased from \$100,000-\$110,000 to \$110,000-\$120,000. A higher percent of optometrist are also accessing employer-sponsored benefits. 75% received at least one employer-sponsored benefit in 2016 compared to 70% in 2015. Although the percent of optometrists employed in the profession remained the same at 97%, those underemployed declined from 3% in 2015 to 2% in 2016.

The optometrist workforce may also be getting more racially diverse. The diversity index increased from 43% in 2015 to 46% in 2016 although the diversity index for those under age 40 stayed the same at 58%. Gender diversity was also stable with 51% of optometrists being female. The profession is aging slightly as median age increased from 46 to 47 years old. The profession is also less geographically dispersed. 9% of optometrist worked in non-metro areas of the state in 2015. In 2016, it dropped to 7%.

The optometrist workforce worked fewer hours in 2016 compared to 2015. In 2015, 46% of optometrist worked between 40 and 49 hours. In the current report, only 42% did. Similarly, 4% worked 60 or more hours in 2015 whereas 3% did in 2016. Not surprisingly a slightly higher percentage worked 30 or less hours in 2016 than did in 2015.

Retirement intentions did not change significantly among optometrists. However, the percent intending to retire within two years of the survey increased from 5% to 6%. Further, although 1% of optometrist planned to return to the Virginia workforce within 2 years of the 2015 survey, 0% did in the 2016 survey. The percent planning to increase patient care also declined from 13% in 2015 to 10% in 2016.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	1,405	91%
<b>New Licensees</b>	52	3%
<b>Non-Renewals</b>	91	6%
<b>All Licensees</b>	<b>1,548</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Optometrists**

Number:	1,548
New:	3%
Not Renewed:	6%

**Response Rates**

All Licensees:	81%
Renewing Practitioners:	87%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 87% of renewing optometrists submitted a survey. These represent 81% of optometrists who held a license at some point in 2016.*

**Response Rates**

<b>Completed Surveys</b>	1,257
<b>Response Rate, All Licensees</b>	81%
<b>Response Rate, Renewals</b>	87%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	18	46	72%
<b>30 to 34</b>	35	174	83%
<b>35 to 39</b>	46	152	77%
<b>40 to 44</b>	37	170	82%
<b>45 to 49</b>	42	170	80%
<b>50 to 54</b>	26	147	85%
<b>55 to 59</b>	24	123	84%
<b>60 and Over</b>	63	275	81%
<b>Total</b>	<b>291</b>	<b>1,257</b>	<b>81%</b>
<b>New Licenses</b>			
<b>Issued in 2016</b>	23	29	56%
<b>Metro Status</b>			
<b>Non-Metro</b>	13	85	87%
<b>Metro</b>	196	881	82%
<b>Not in Virginia</b>	82	291	78%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2016.
- 2. Target Population:** All optometrists who held a Virginia license at some point in 2016.
- 3. Survey Population:** The survey was available to optometrists who renewed their licenses online. It was not available to those who did not renew, including some optometrists newly licensed in 2016.

## At a Glance:

### Workforce

2016 Optometrist Workforce: 1,151  
 FTEs: 977

### Utilization Ratios

Licensees in VA Workforce: 74%  
 Licensees per FTE: 1.58  
 Workers per FTE: 1.18

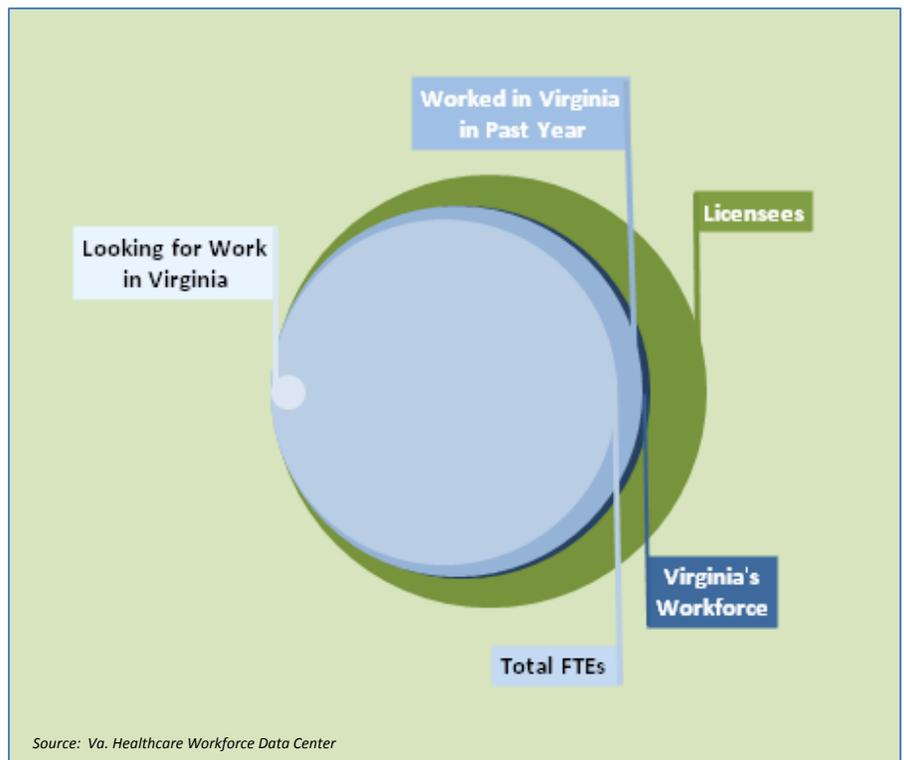
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia’s Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Optometrist Workforce		
Status	#	%
Worked in Virginia in Past Year	1,137	99%
Looking for Work in Virginia	14	1%
Virginia's Workforce	1,151	100%
Total FTEs	977	
Licensees	1,548	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC’s methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	12	26%	35	74%	47	5%
30 to 34	34	28%	88	72%	123	13%
35 to 39	32	28%	82	72%	114	12%
40 to 44	57	41%	81	59%	137	15%
45 to 49	53	40%	80	60%	133	14%
50 to 54	45	46%	53	54%	98	11%
55 to 59	53	71%	21	29%	74	8%
60 +	167	82%	36	18%	203	22%
<b>Total</b>	<b>454</b>	<b>49%</b>	<b>475</b>	<b>51%</b>	<b>929</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	63%	659	71%	163	58%
Black	19%	42	5%	15	5%
Asian	6%	172	19%	78	28%
Other Race	0%	26	3%	9	3%
Two or more races	2%	10	1%	5	2%
Hispanic	9%	19	2%	10	4%
<b>Total</b>	<b>100%</b>	<b>928</b>	<b>71%</b>	<b>280</b>	<b>58%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Gender**

% Female: 51%  
% Under 40 Female: 72%

**Age**

Median Age: 47  
% Under 40: 30%  
% 55+: 30%

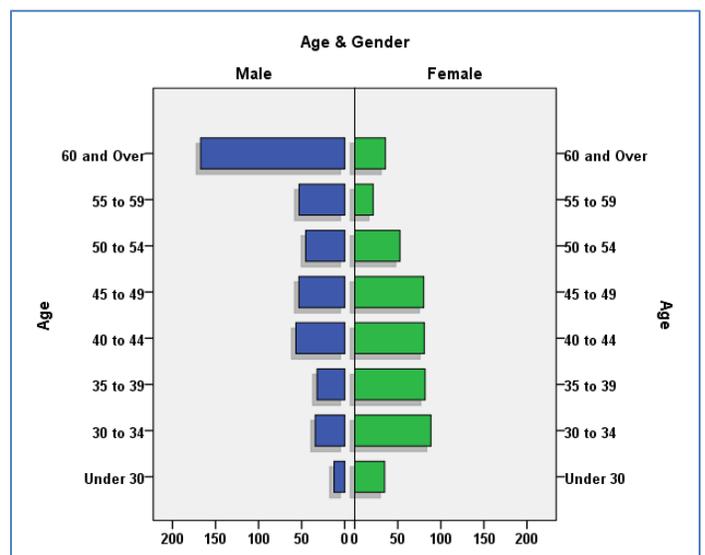
**Diversity**

Diversity Index: 46%  
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two optometrists, there is a 46% chance that they would be of a different race/ethnicity (a measure known as the diversity index).*

*30% of all optometrists are under the age of 40, and 72% of these professionals are female. In addition, there is a 58% chance that two randomly chosen optometrists from this age group would be of a different race or ethnicity.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 11%  
 Rural Childhood: 23%

### Virginia Background

HS in Virginia: 30%  
 UG Education in VA: 28%  
 HS/UG Edu. in VA: 33%

### Location Choice

% Rural to Non-Metro: 18%  
 % Urban/Suburban to Non-Metro: 4%

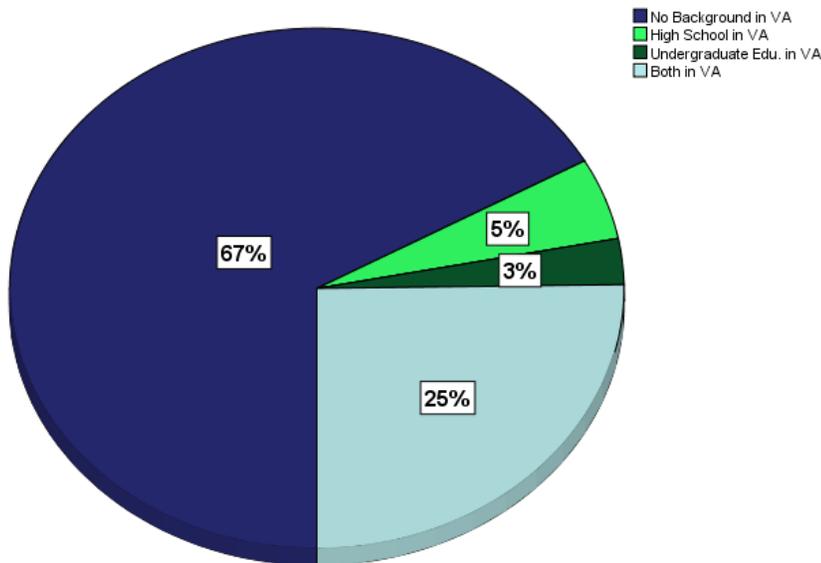
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	19%	70%	11%
2	Metro, 250,000 to 1 million	34%	57%	9%
3	Metro, 250,000 or less	28%	57%	15%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	40%	40%	20%
6	Urban pop, 2,500-19,999, Metro adj	44%	56%	0%
7	Urban pop, 2,500-19,999, nonadj	69%	28%	3%
8	Rural, Metro adj	60%	20%	20%
9	Rural, nonadj	0%	100%	0%
<b>Overall</b>		<b>23%</b>	<b>66%</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in VA



Source: Va. Healthcare Workforce Data Center

*23% of all optometrists grew up in self-described rural areas, and 18% of these professionals currently work in Non-Metro counties. Overall, just 7% of Virginia's optometrist workforce work in non-Metro counties of the state.*

## Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	276	Pennsylvania	313
2	New York	85	Tennessee	123
3	Pennsylvania	82	Massachusetts	76
4	Maryland	61	Florida	60
5	North Carolina	39	Illinois	56
6	Ohio	38	Ohio	52
7	Outside U.S./Canada	32	Indiana	44
8	Florida	31	New York	39
9	New Jersey	31	Alabama	37
10	Indiana	20	Puerto Rico	27

*30% of optometrists received their high school degree in Virginia, while 34% received their Doctorate of Optometry in Pennsylvania. Virginia does not currently have a professional school for optometrists.*

Source: Va. Healthcare Workforce Data Center

*Among optometrists who have been licensed in the past five years, 27% received their high school degree in Virginia, while 21% received their Doctorate of Optometry in Pennsylvania.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	54	Pennsylvania	43
2	New York	15	Tennessee	26
3	Pennsylvania	12	Florida	26
4	Florida	11	Massachusetts	21
5	North Carolina	10	Puerto Rico	21
6	Outside U.S./Canada	9	Illinois	14
7	Ohio	8	Ohio	11
8	California	8	Indiana	10
9	Maryland	6	California	7
10	New Jersey	6	New York	7

Source: Va. Healthcare Workforce Data Center

*26% of licensed optometrists did not participate in Virginia's workforce in the past year. 95% of these optometrists worked at some point in the past year, including 90% who currently work as optometrists.*

### At a Glance:

#### Not in VA Workforce

Total:	397
% of Licensees:	26%
Federal/Military:	26%
Va Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Residency Programs		
Area	#	% of Workforce
Primary Eye Care	73	6%
Ocular Disease	69	6%
Low Vision Rehabilitation	35	3%
Cornea and Contact Lenses	23	2%
Pediatric Optometry	22	2%
Family Practice Optometry	21	2%
Vision Therapy and Rehabilitation	17	1%
Geriatric Optometry	15	1%
Refractive and Ocular Surgery	14	1%
Brain Injury Vision Rehabilitation	6	1%
Community Health Optometry	6	1%
Other	10	1%
<b>At Least One Res. Program</b>	<b>160</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Residency Programs**  
 Primary Eye Care: 6%  
 Ocular Disease: 6%  
 Low Vision Rehab.: 3%

**Educational Debt**  
 With debt: 46%  
 Under age 40 with debt: 85%  
 Median debt: \$100k-\$110k

*Source: Va. Healthcare Workforce Data Center*

*14% of Virginia's optometrist workforce has completed at least one residency program.*

*46% of optometrists currently have educational debt, including 85% of those under the age of 40. For those optometrists with educational debt, the median debt burden is between \$100,000 and \$110,000.*

Educational Debt				
Amount Carried	All Optometrists		Optometrists under 40	
	#	%	#	%
<b>None</b>	418	54%	36	15%
<b>Less than \$20,000</b>	24	3%	14	6%
<b>\$20,000-\$39,999</b>	27	3%	8	3%
<b>\$40,000-\$59,999</b>	38	5%	8	3%
<b>\$60,000-\$79,999</b>	39	5%	14	6%
<b>\$80,000-\$99,999</b>	40	5%	20	8%
<b>\$100,000-\$119,999</b>	37	5%	22	9%
<b>\$120,000 or More</b>	152	20%	124	50%
<b>Total</b>	<b>775</b>	<b>100%</b>	<b>246</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 97%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 68%  
 2 or more Positions: 14%

### Weekly Hours:

40 to 49: 42%  
 60 or more: 3%  
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in an optometry-related capacity	888	97%
Employed, NOT in an optometry-related capacity	2	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	1	0%
Voluntarily unemployed	16	2%
Retired	5	1%
<b>Total</b>	<b>914</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*97% of licensed optometrists are currently employed in the profession. 68% of all optometrists currently hold one full-time job, while 14% have multiple positions. Meanwhile, 42% of all optometrists work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	22	3%
One Part-Time Position	135	16%
Two Part-Time Positions	50	6%
One Full-Time Position	587	68%
One Full-Time Position & One Part-Time Position	59	7%
Two Full-Time Positions	6	1%
More than Two Positions	10	1%
<b>Total</b>	<b>869</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	22	3%
1 to 9 hours	24	3%
10 to 19 hours	32	4%
20 to 29 hours	68	8%
30 to 39 hours	242	28%
40 to 49 hours	364	42%
50 to 59 hours	84	10%
60 to 69 hours	18	2%
70 to 79 hours	9	1%
80 or more hours	2	0%
<b>Total</b>	<b>865</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
Volunteer Work Only	2	0%
Less than \$40,000	33	5%
\$40,000-\$59,999	49	7%
\$60,000-\$79,999	66	10%
\$80,000-\$99,999	87	13%
\$100,000-\$119,999	145	22%
\$120,000-\$139,999	113	17%
\$140,000-\$159,999	58	9%
\$160,000-\$179,999	24	4%
\$180,000-\$199,999	23	3%
\$200,000 or More	65	10%
<b>Total</b>	<b>665</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$110k-\$120k

**Benefits**  
Employer Health Ins.: 50%  
Employer Retirement: 54%

**Satisfaction**  
Satisfied 96%  
Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	569	65%
Somewhat Satisfied	276	32%
Somewhat Dissatisfied	23	3%
Very Dissatisfied	8	1%
<b>Total</b>	<b>877</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical optometrist earned between \$110,000 and \$120,000 during the past year. In addition, 75% of wage or salaried optometrists received at least one employer-sponsored benefit at their primary work location.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	419	47%	65%
Health Insurance	362	41%	50%
Retirement	360	41%	54%
Paid Sick Leave	253	28%	38%
Dental Insurance	219	25%	35%
Group Life Insurance	170	19%	26%
Signing/Retention Bonus	63	7%	10%
<b>*At Least One Benefit</b>	<b>517</b>	<b>58%</b>	<b>75%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	8	1%
Experience voluntary unemployment?	33	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	23	2%
Work two or more positions at the same time?	151	13%
Switch employers or practices?	70	6%
<b>Experienced at least 1</b>	<b>236</b>	<b>21%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s optometrists experienced involuntary unemployment at some point in 2016. By comparison, Virginia’s average monthly unemployment rate was 4.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	11	1%	16	6%
<b>Less than 6 Months</b>	61	7%	19	8%
<b>6 Months to 1 Year</b>	40	5%	32	13%
<b>1 to 2 Years</b>	121	14%	44	17%
<b>3 to 5 Years</b>	150	18%	57	23%
<b>6 to 10 Years</b>	132	15%	34	14%
<b>More than 10 Years</b>	339	40%	48	19%
<b>Subtotal</b>	<b>854</b>	<b>100%</b>	<b>251</b>	<b>100%</b>
<b>Did not have location</b>	14		892	
<b>Item Missing</b>	284		8	
<b>Total</b>	<b>1,151</b>		<b>1,151</b>	

Source: Va. Healthcare Workforce Data Center

*51% of Virginia’s optometrist workforce received either a salary or a commission at their primary work location, while 32% earned income from a business or practice.*

**At a Glance:**

**Unemployment Experience 2016**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 18%  
Over 2 years: 73%  
Over 2 yrs, 2<sup>nd</sup> location: 56%

**Employment Type**

Salary/Commission: 51%  
Business/Practice Inc.: 32%

Source: Va. Healthcare Workforce Data Center

*73% of optometrists have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	341	51%
<b>Business/Practice Income</b>	206	31%
<b>Hourly Wage</b>	83	12%
<b>By Contract</b>	27	4%
<b>Unpaid</b>	7	1%
<b>Subtotal</b>	<b>665</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 3.9% in December 2015 to 4.0% in November 2016. November’s rate is from preliminary data.

## At a Glance:

### Concentration

Top Region:	40%
Top 3 Regions:	78%
Lowest Region:	1%

### Locations

2 or more (2016):	29%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

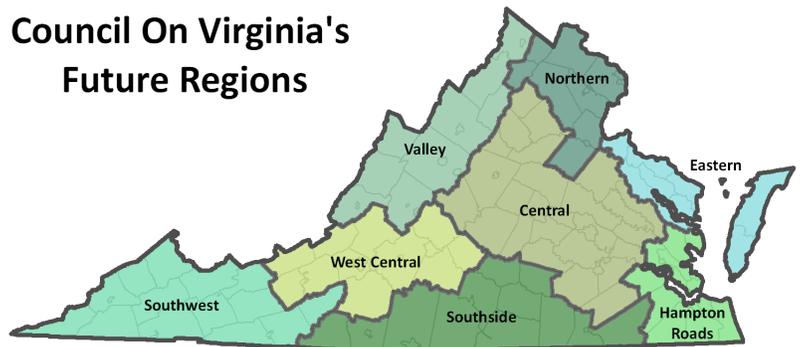
40% of optometrists work in Northern Virginia, the most of any region in the state. Hampton Roads and Central Virginia are also common employment locations for Virginia's optometrist workforce.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	144	17%	40	15%
Eastern	6	1%	4	1%
Hampton Roads	178	21%	39	15%
Northern	346	40%	97	38%
Southside	23	3%	5	2%
Southwest	40	5%	20	8%
Valley	30	4%	12	5%
West Central	79	9%	20	8%
Virginia Border State/DC	6	1%	11	4%
Other US State	7	1%	8	3%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>860</b>	<b>100%</b>	<b>255</b>	<b>100%</b>
Item Missing	278		4	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



27% of all optometrists currently have multiple work locations, while 29% of optometrists had at least two work locations in 2016.

Locations	Number of Work Locations			
	Work Locations in 2016		Work Locations Now*	
	#	%	#	%
0	14	2%	21	2%
1	597	69%	607	70%
2	160	19%	158	18%
3	67	8%	60	7%
4	9	1%	8	1%
5	4	0%	4	0%
6 or More	15	2%	8	1%
<b>Total</b>	<b>867</b>	<b>100%</b>	<b>867</b>	<b>100%</b>

\*At the time of survey completion: December 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	734	92%	232	93%
<b>Non-Profit</b>	18	2%	4	1%
<b>State/Local Government</b>	4	0%	5	2%
<b>Veterans Administration</b>	17	2%	3	1%
<b>U.S. Military</b>	22	3%	4	1%
<b>Other Federal Government</b>	1	0%	2	1%
<b>Total</b>	<b>795</b>	<b>100%</b>	<b>249</b>	<b>100%</b>
<b>Did not have location</b>	14		892	
<b>Item Missing</b>	342		10	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

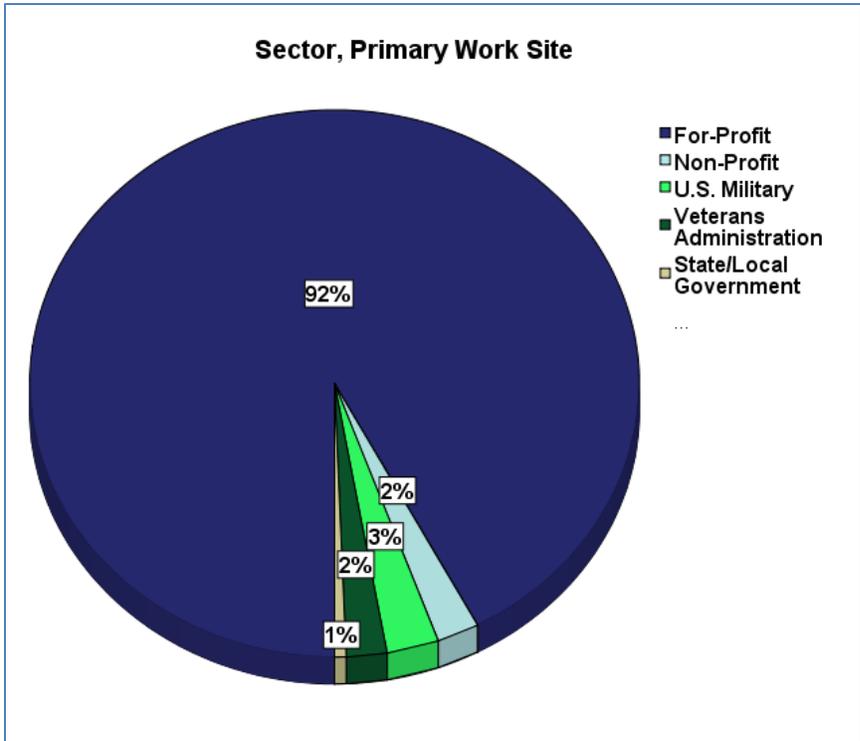
For Profit:	92%
Federal:	5%

**Top Establishments**

Private Practice, Group:	41%
Private Practice, Solo:	22%
Optical Goods Store:	20%

Source: Va. Healthcare Workforce Data Center

*92% of all optometrists work in the private sector, while 5% work for the federal government in the military and veterans' administration.*

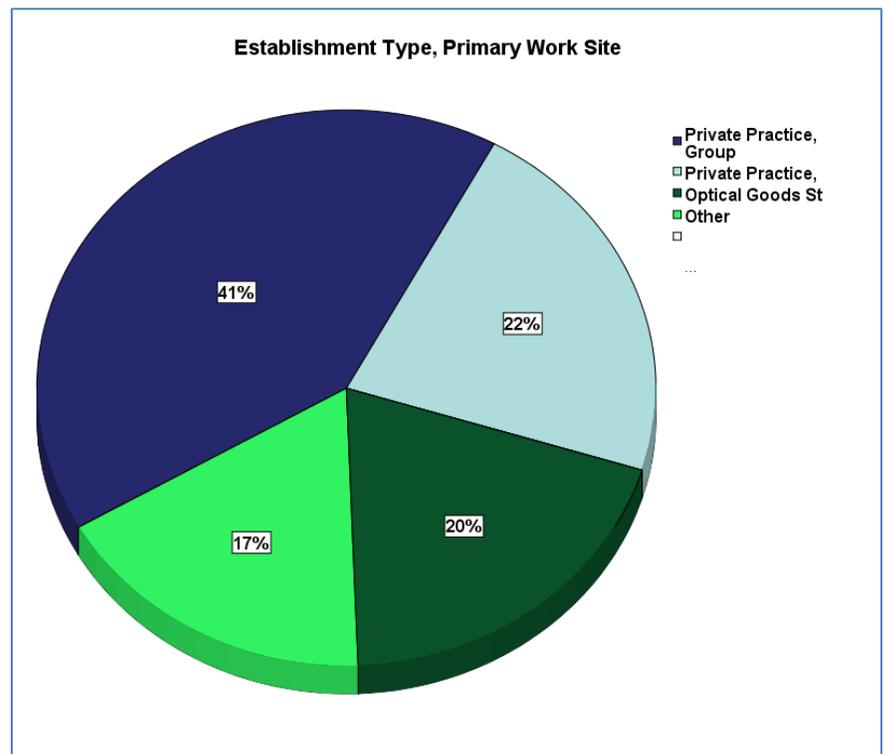


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	321	41%	109	45%
Private Practice, Solo	170	22%	37	15%
Optical Goods Store	153	20%	51	21%
Physician Office	29	4%	8	3%
General Hospital, Outpatient Department	28	4%	2	1%
Outpatient/Community clinic	18	2%	6	3%
Academic Institution	3	0%	1	0%
Home Health Care	1	0%	1	1%
General Hospital, Inpatient Department	1	0%	0	0%
Other	54	7%	26	11%
<b>Total</b>	<b>779</b>	<b>100%</b>	<b>241</b>	<b>100%</b>
<b>Did Not Have a Location</b>	14		892	

*Private group practices are the most common establishment type in Virginia, employing 41% of all optometrists.*

Source: Va. Healthcare Workforce Data Center



*45% of Virginia's optometrists who have a secondary work location are also employed by a private group practice.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 90%-99%  
Administration: 1%-9%

### Roles

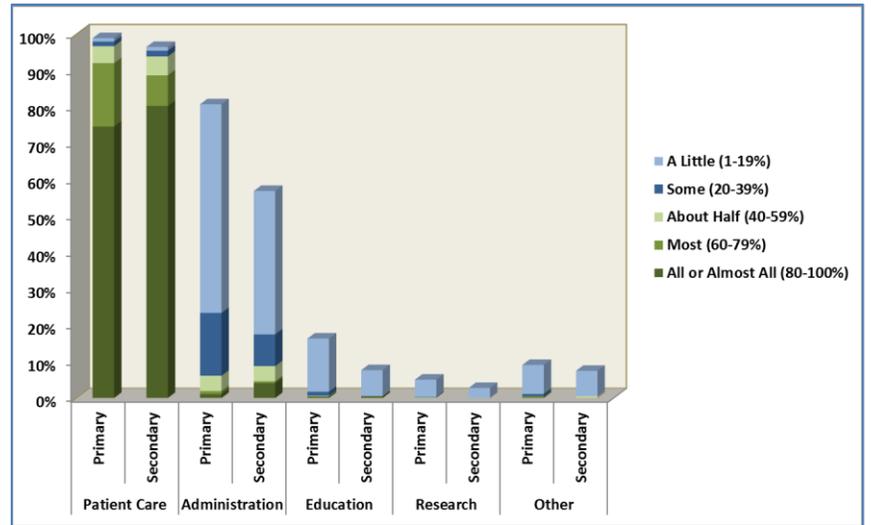
Patient Care: 92%  
Administrative: 2%

### Patient Care Optometrists

Median Admin Time: 1%-9%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*The typical optometrist spends most of her time caring for patients. In fact, 92% of all optometrists fill a patient care role, defined as spending at least 60% of her time in that activity.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	75%	80%	1%	4%	0%	0%	0%	0%	0%	0%
<b>Most (60-79%)</b>	17%	8%	1%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	5%	5%	4%	4%	0%	0%	0%	0%	0%	1%
<b>Some (20-39%)</b>	1%	2%	17%	9%	1%	0%	0%	0%	1%	0%
<b>A Little (1-20%)</b>	1%	1%	57%	39%	15%	7%	5%	3%	8%	7%
<b>None (0%)</b>	1%	4%	19%	43%	84%	92%	95%	97%	91%	93%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists over 50	
	#	%	#	%
<b>Under age 50</b>	11	2%	-	-
<b>50 to 54</b>	35	5%	3	1%
<b>55 to 59</b>	60	8%	11	3%
<b>60 to 64</b>	185	25%	55	17%
<b>65 to 69</b>	226	30%	101	32%
<b>70 to 74</b>	128	17%	78	25%
<b>75 to 79</b>	35	5%	23	7%
<b>80 or over</b>	16	2%	10	3%
<b>I do not intend to retire</b>	57	8%	32	10%
<b>Total</b>	<b>753</b>	<b>100%</b>	<b>313</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Optometrists**

Under 65: 39%  
Under 60: 14%

**Optometrists 50 and over**

Under 65: 22%  
Under 60: 4%

**Time until Retirement**

Within 2 years: 6%  
Within 10 years: 23%  
Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

*39% of optometrists expect to retire before the age of 65. Among optometrists who are age 50 and over, 22% still plan on retiring by age 65.*

*Within the next two years, 10% of Virginia's optometrist workforce plan on increasing their patient care hours, while 5% expect to pursue additional educational opportunities.*

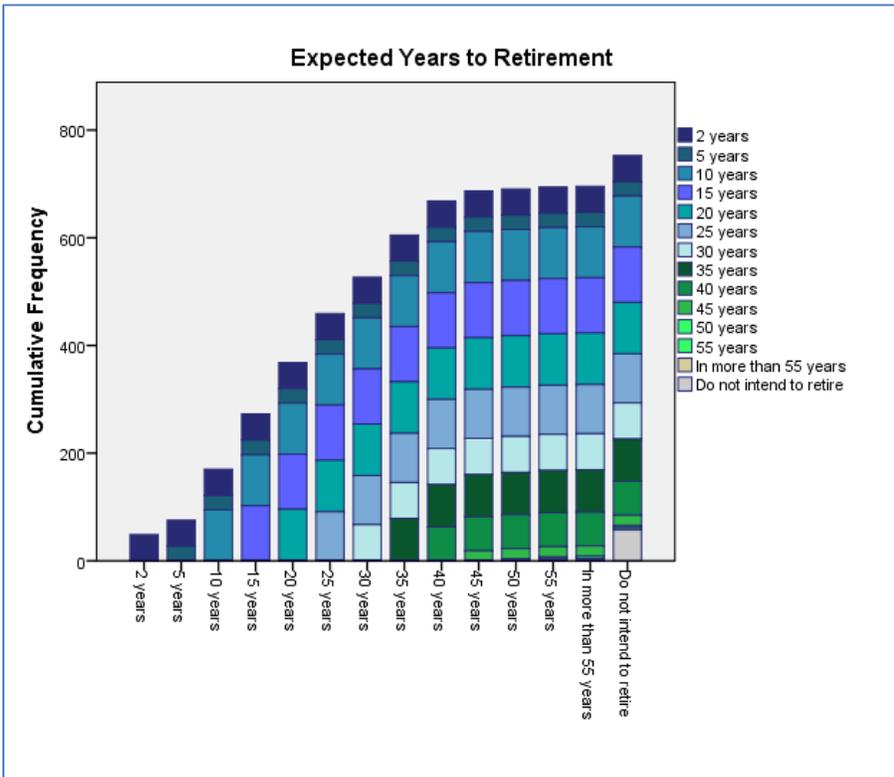
Future Plans		
Two Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	11	1%
<b>Leave Virginia</b>	27	2%
<b>Decrease Patient Care Hours</b>	107	9%
<b>Decrease Teaching Hours</b>	1	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	113	10%
<b>Increase Teaching Hours</b>	32	3%
<b>Pursue Additional Education</b>	53	5%
<b>Return to Virginia's Workforce</b>	4	0%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for optometrists. Only 6% of optometrists expect to retire within the next two years, while 23% plan on retiring within the next ten years. Half of the current optometrist workforce expects to be retired by 2041.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	49	6%	6%
<b>5 years</b>	27	4%	10%
<b>10 years</b>	95	13%	23%
<b>15 years</b>	102	14%	36%
<b>20 years</b>	96	13%	49%
<b>25 years</b>	91	12%	61%
<b>30 years</b>	67	9%	70%
<b>35 years</b>	78	10%	58%
<b>40 years</b>	63	8%	89%
<b>45 years</b>	19	3%	91%
<b>50 years</b>	4	1%	92%
<b>55 years</b>	4	0%	92%
<b>In more than 55 years</b>	1	0%	92%
<b>Do not intend to retire</b>	57	8%	100%
<b>Total</b>	<b>753</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2026. Retirements will peak at 14% of the current workforce around 2041 before declining to under 10% of the current workforce again around 2056.*

## At a Glance:

### FTEs

Total: 977  
 FTEs/1,000 Residents: 0.117  
 Average: 0.87

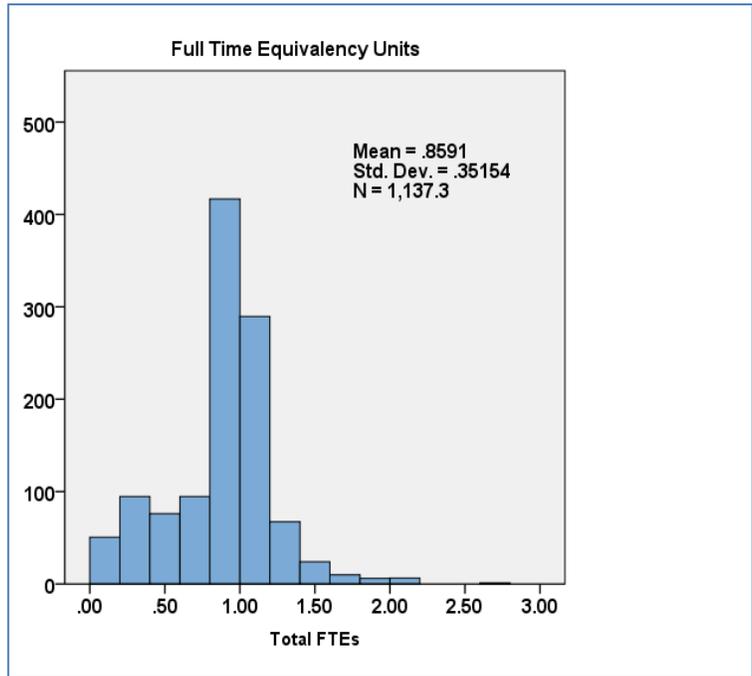
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Medium  
 Gender, Partial Eta<sup>2</sup>: Medium

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

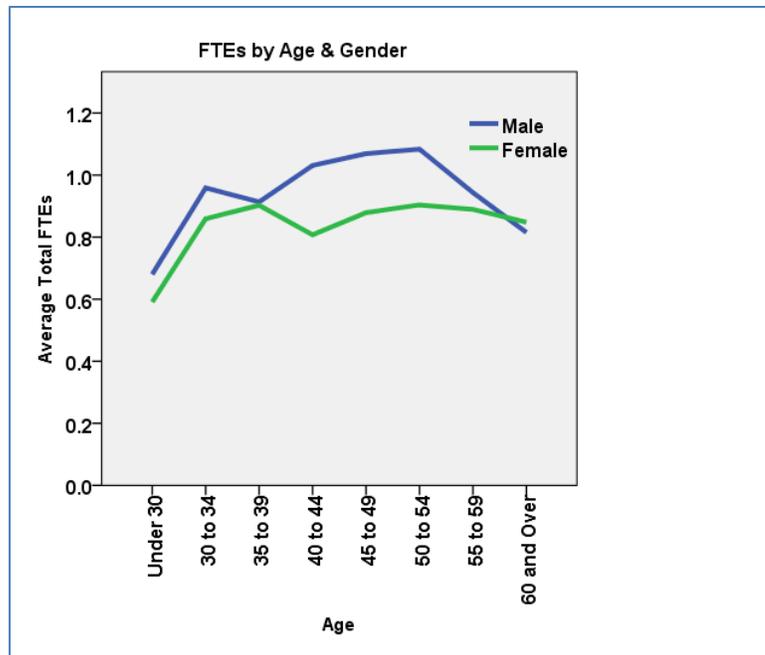


Source: Va. Healthcare Workforce Data Center

*The typical (median) optometrist provided 0.88 FTEs in 2016, or approximately 35 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.<sup>2</sup>*

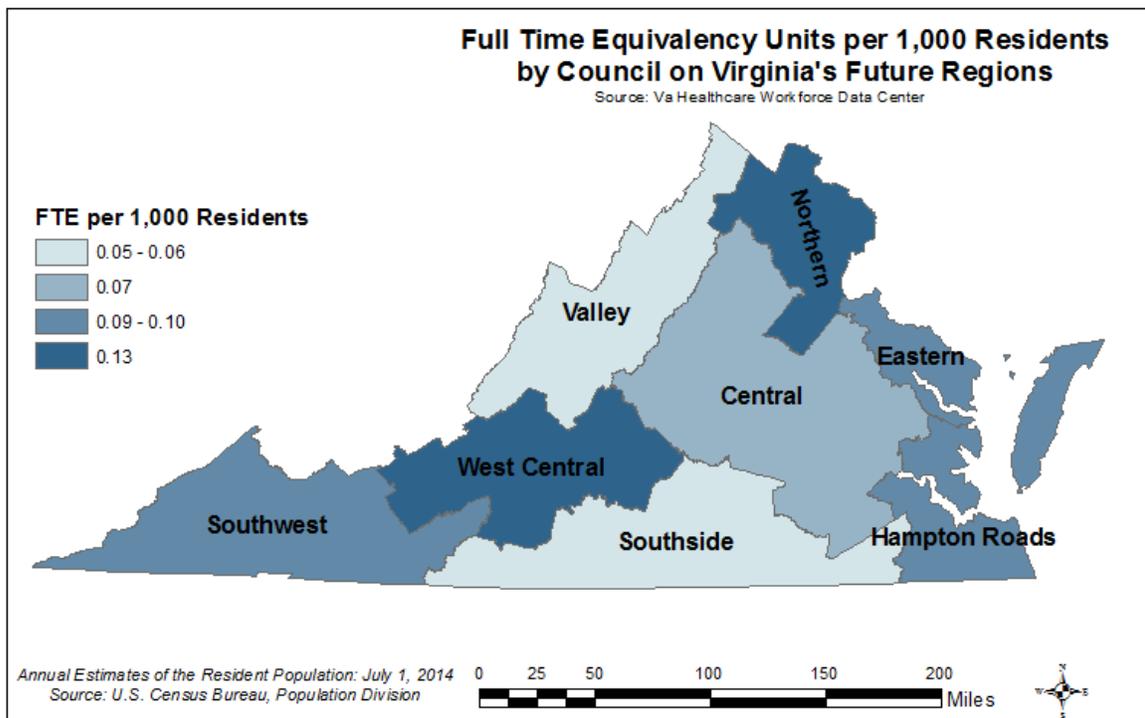
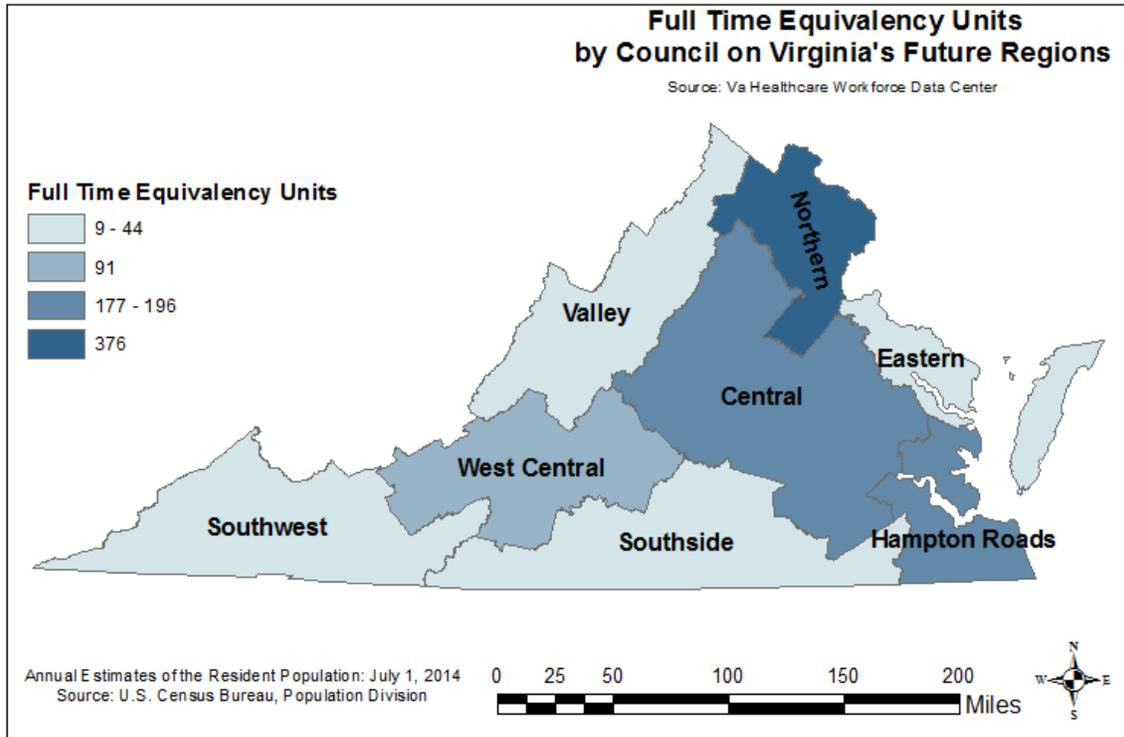
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.63	0.52
30 to 34	0.87	0.85
35 to 39	0.88	0.81
40 to 44	0.89	0.83
45 to 49	0.97	1.05
50 to 54	0.95	0.93
55 to 59	0.91	0.81
60 and Over	0.73	0.83
<b>Gender</b>		
Male	0.93	0.96
Female	0.85	0.91

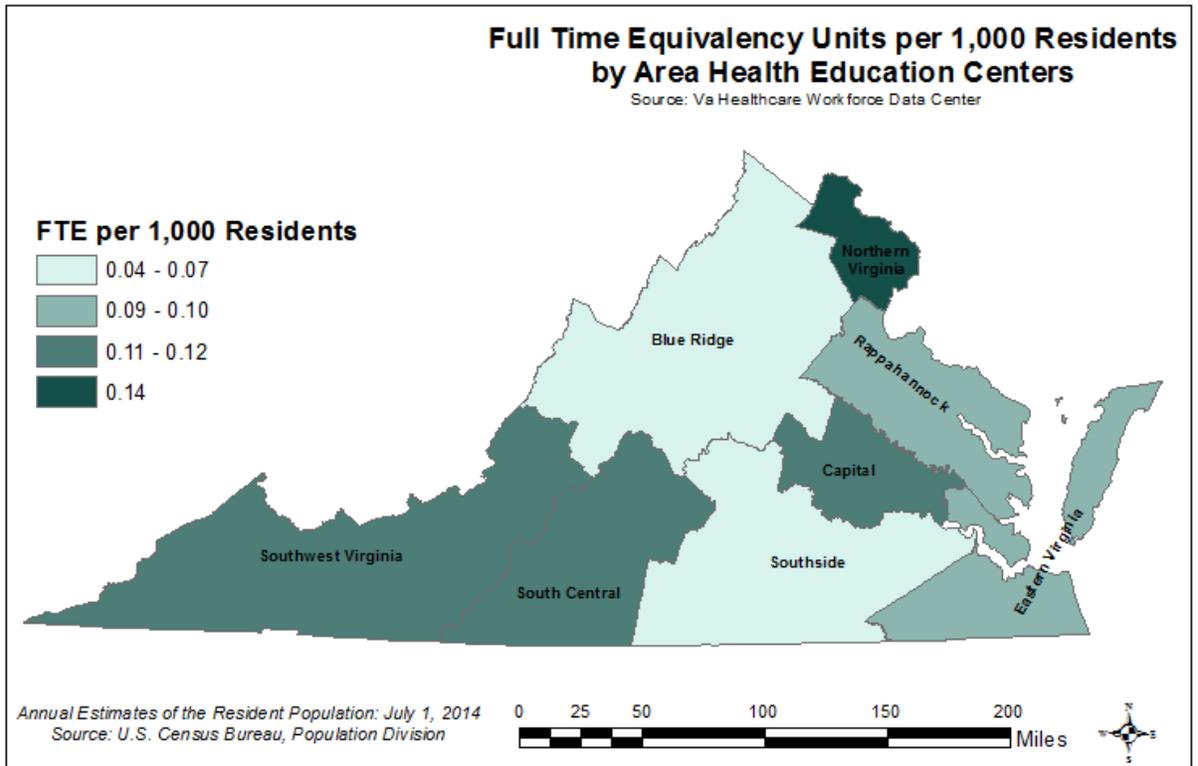
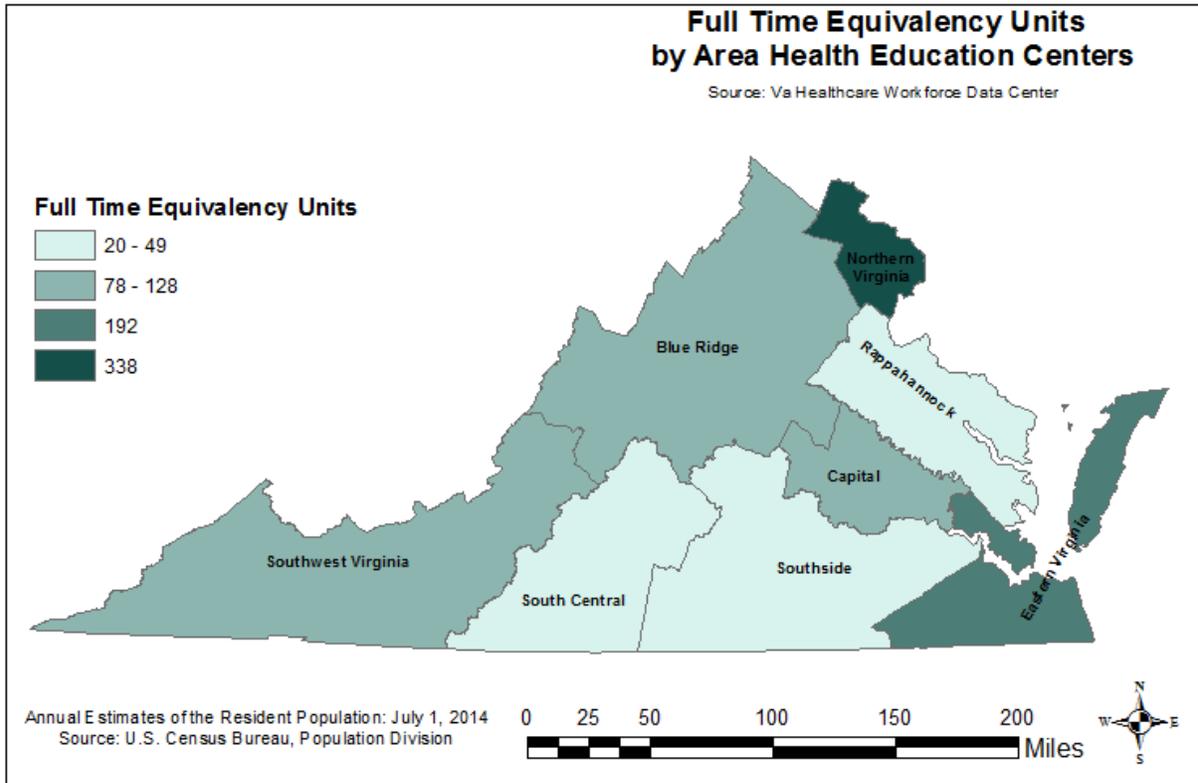
Source: Va. Healthcare Workforce Data Center

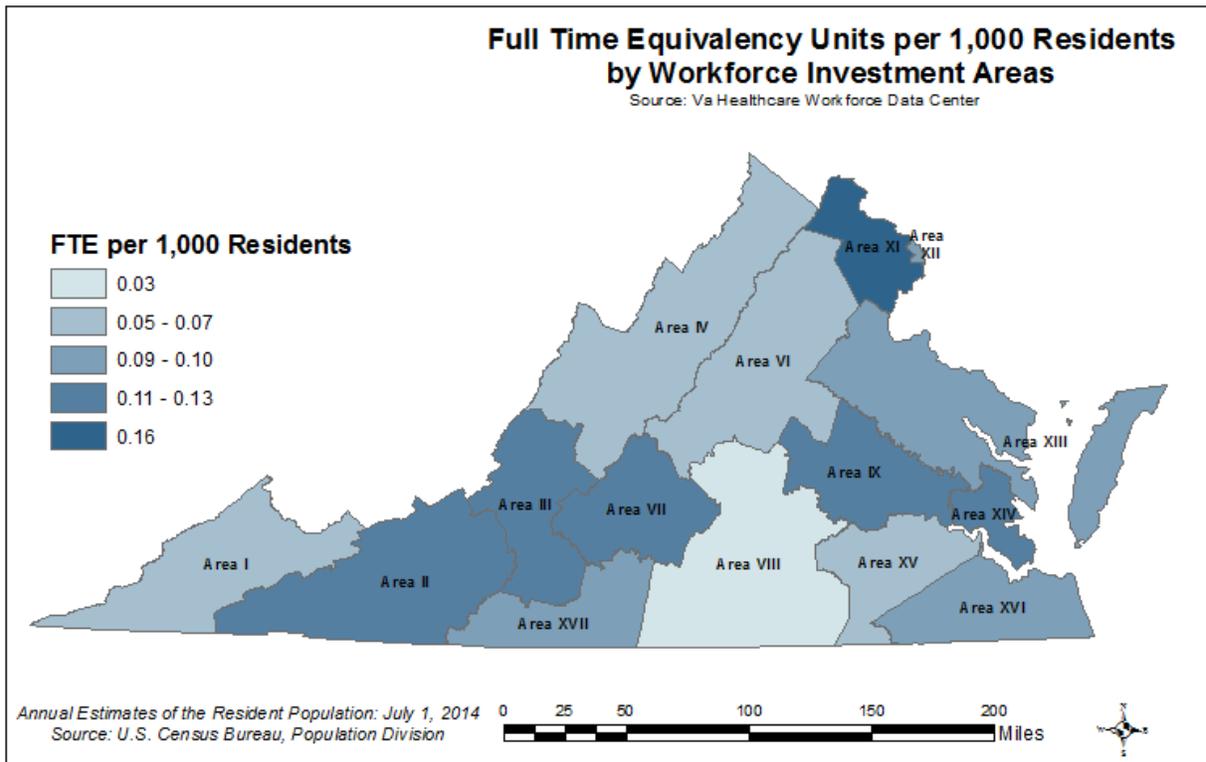
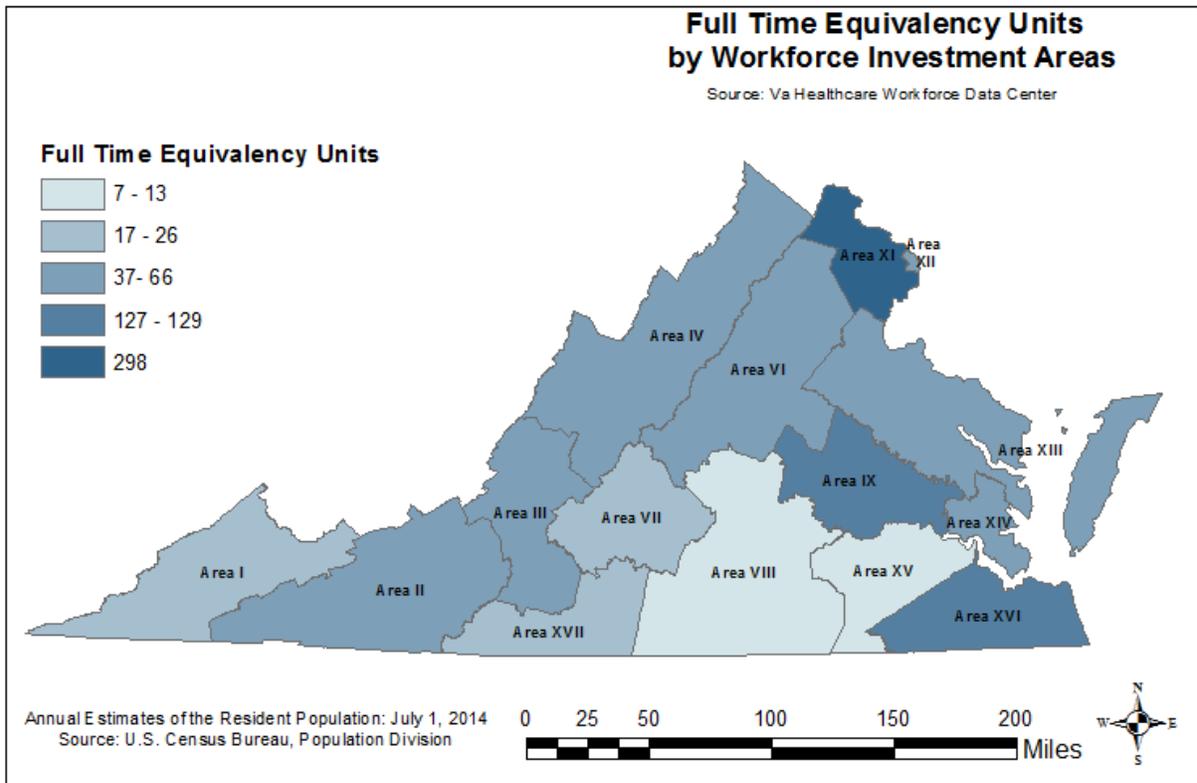


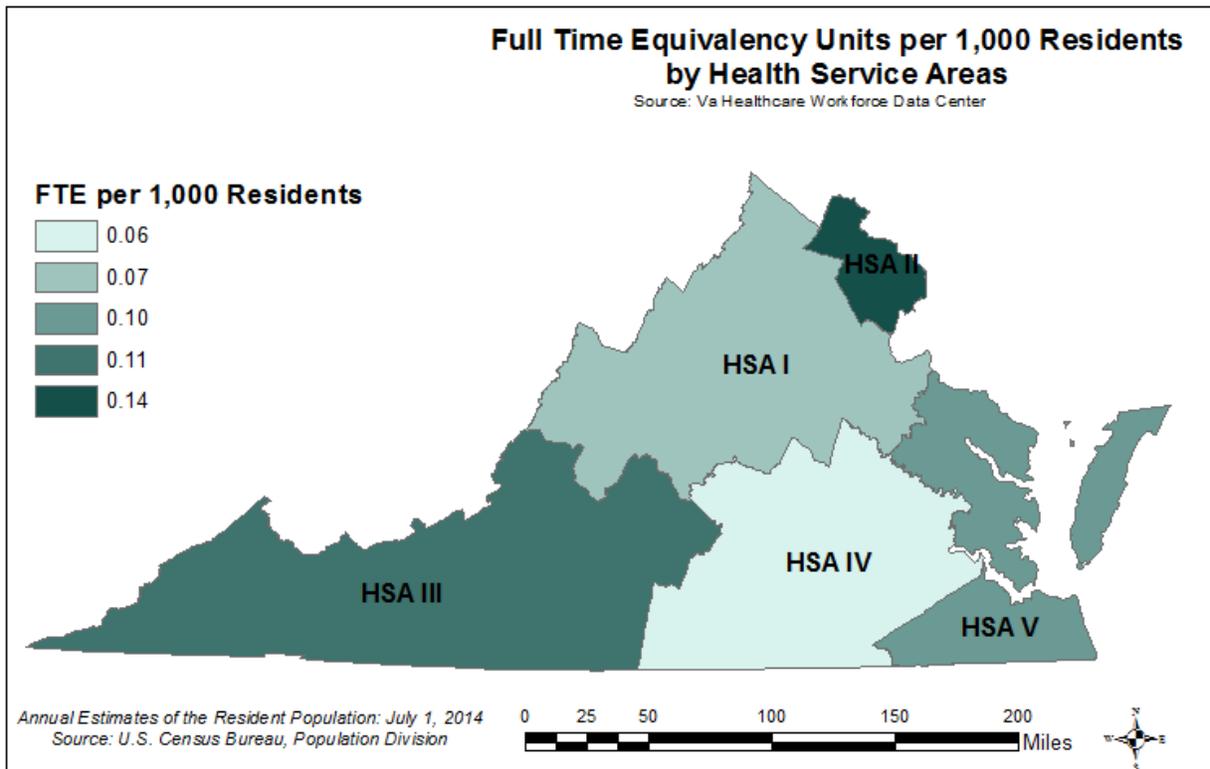
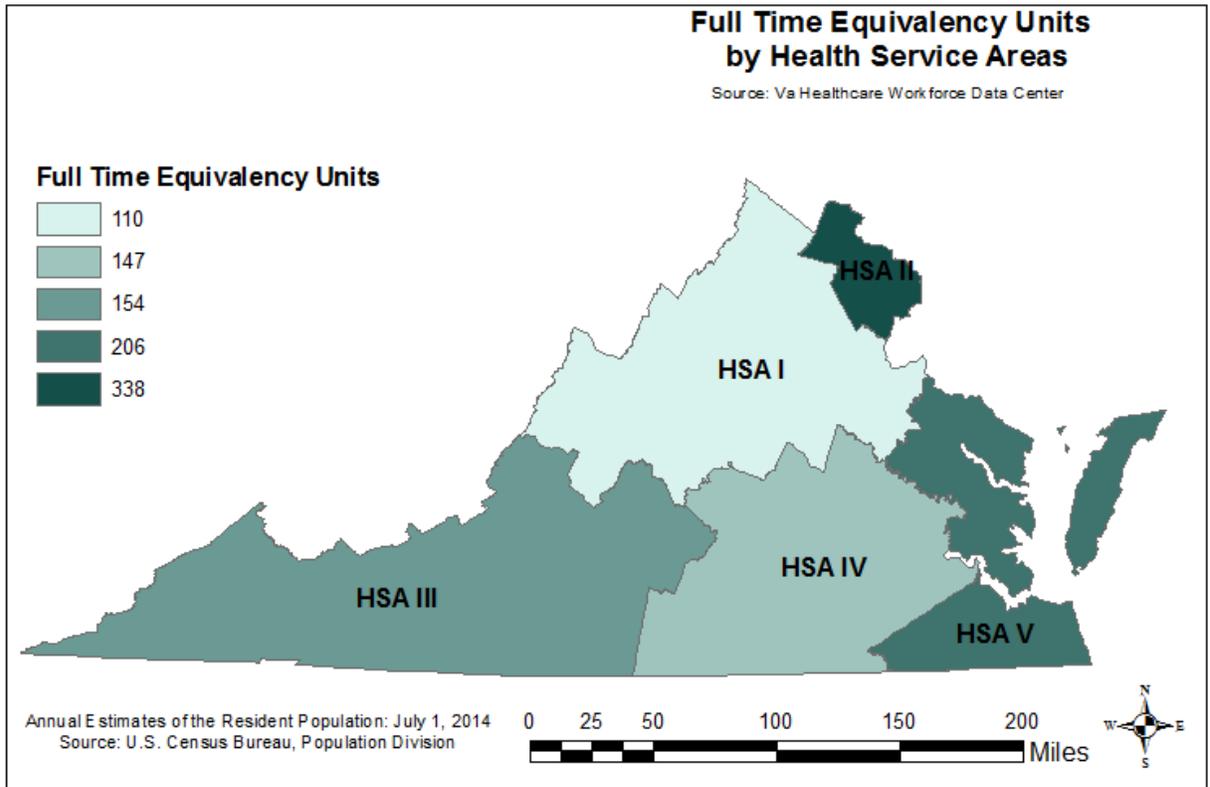
Source: Va. Healthcare Workforce Data Center

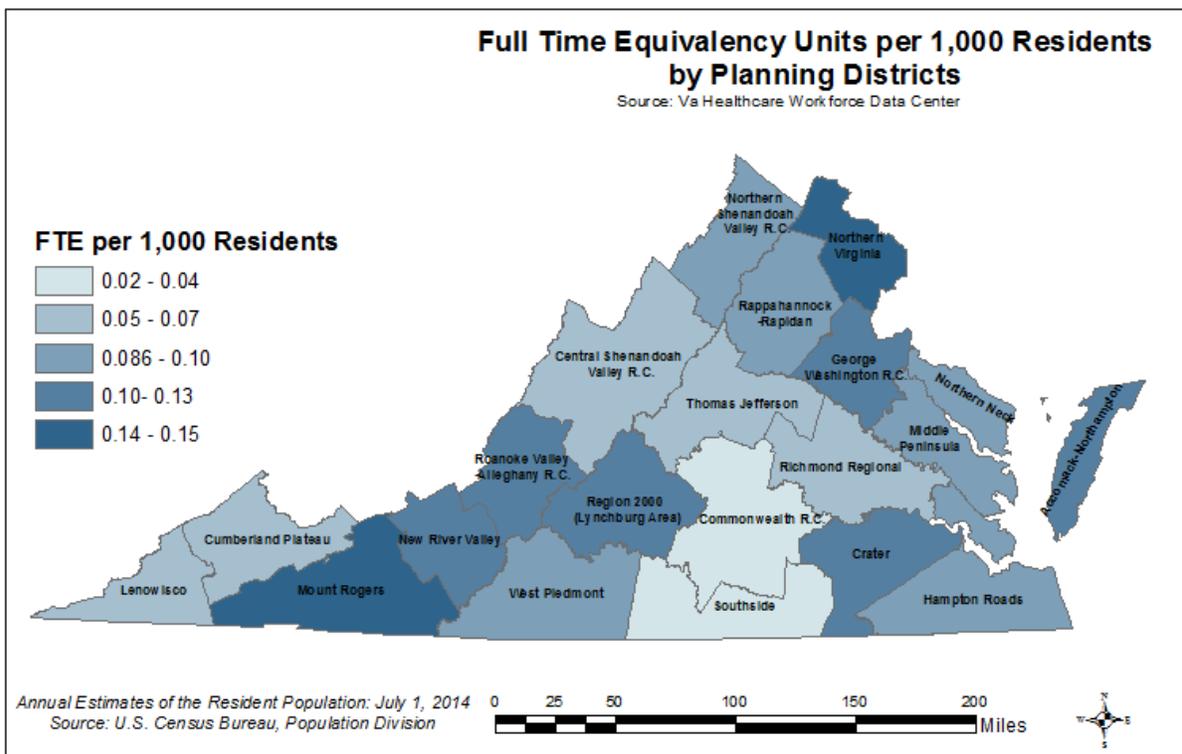
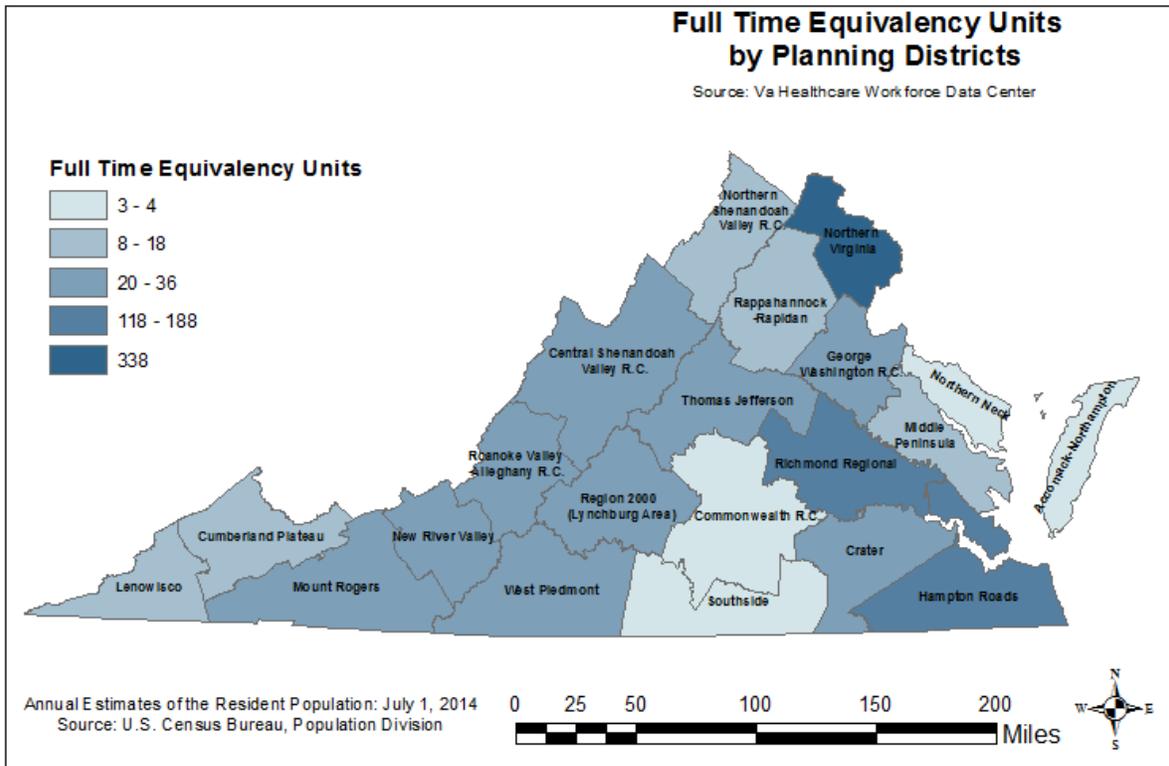
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	881	81.84%	1.221914	1.167707	1.38047
Metro, 250,000 to 1 million	92	85.87%	1.164557	1.112894	1.315671
Metro, 250,000 or less	104	77.88%	1.283951	1.226991	1.450557
Urban pop 20,000+, Metro adj	18	88.89%	1.125	1.091765	1.189977
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	36	88.89%	1.125	1.075092	1.270981
Urban pop, 2,500-19,999, nonadj	25	88.00%	1.136364	1.085951	1.201997
Rural, Metro adj	17	76.47%	1.307692	1.24968	1.32421
Rural, nonadj	2	100.00%	1	0.970458	1.012631
Virginia border state/DC	210	83.81%	1.193182	1.140249	1.34801
Other US State	163	70.55%	1.417391	1.354512	1.601313

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	64	71.88%	1.391304348	1.270981	1.601313
30 to 34	209	83.25%	1.201149425	1.097271	1.382455
35 to 39	198	76.77%	1.302631579	1.189977	1.499256
40 to 44	207	82.13%	1.217647059	1.112342	1.401443
45 to 49	212	80.19%	1.247058824	1.012631	1.435295
50 to 54	173	84.97%	1.176870748	1.075092	1.354512
55 to 59	147	83.67%	1.195121951	0.970458	1.375518
60 and Over	338	81.36%	1.229090909	1.122796	1.414614

See the Methods section on the HWDC website for details on HWDC Methods:  
[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.81202**

